

REPRIMAND

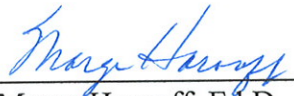
Douglas Hermesen
P.O. Box 55
Butte, NE 68722

Certificate No. XX-XX-2946
Case No. 08031

Douglas Hermesen, a Nebraska school certificate holder, you are hereby reprimanded for violating the standards of professional conduct and ethics. It has been reported that during the 2008-2009 school year, you conducted yourself inappropriately by sexually harassing students and making inappropriate comments to students, staff, and community members. In addition, on more than one occasion you failed to follow directives issued by administrators. Your conduct is a violation of Title 92, *Nebraska Administrative Code*, Chapter 27, Section 004.02F (effective date: November 12, 2003) which states, "the educator: Shall not sexually harass students, parents or school patrons, employees, or board members"; Section 004.04F (same effective date) which states, "the educator: Shall, with reasonable diligence, attend to the duties of his or her professional position"; Section 005.02B2 (same effective date) which states, "Each teacher and special services counselor shall: Adhere to and enforce written dated administrative policy of the school which has been communicated to the teacher or special services counselor"; Section 005.09C (same effective date) which states, "Educators shall possess effective human and interpersonal relations skills and therefore: Shall not show disrespect for or lack of acceptance of others"; and Section 005.09D (same effective date) which states, "Educators shall possess effective human and interpersonal relations skills and therefore: Shall provide leadership and direction for others by appropriate example".

Any further unprofessional or unethical conduct may result in the suspension or revocation of your Nebraska school certificate.

Dated this 23rd day of February 2009.



Marge Harouff, Ed.D.
Deputy Commissioner

This reprimand is public and is subject to publication. A copy of this reprimand will be maintained by the Department of Education. Additionally, a notation will appear on your official certificate record that you received a reprimand on this date.